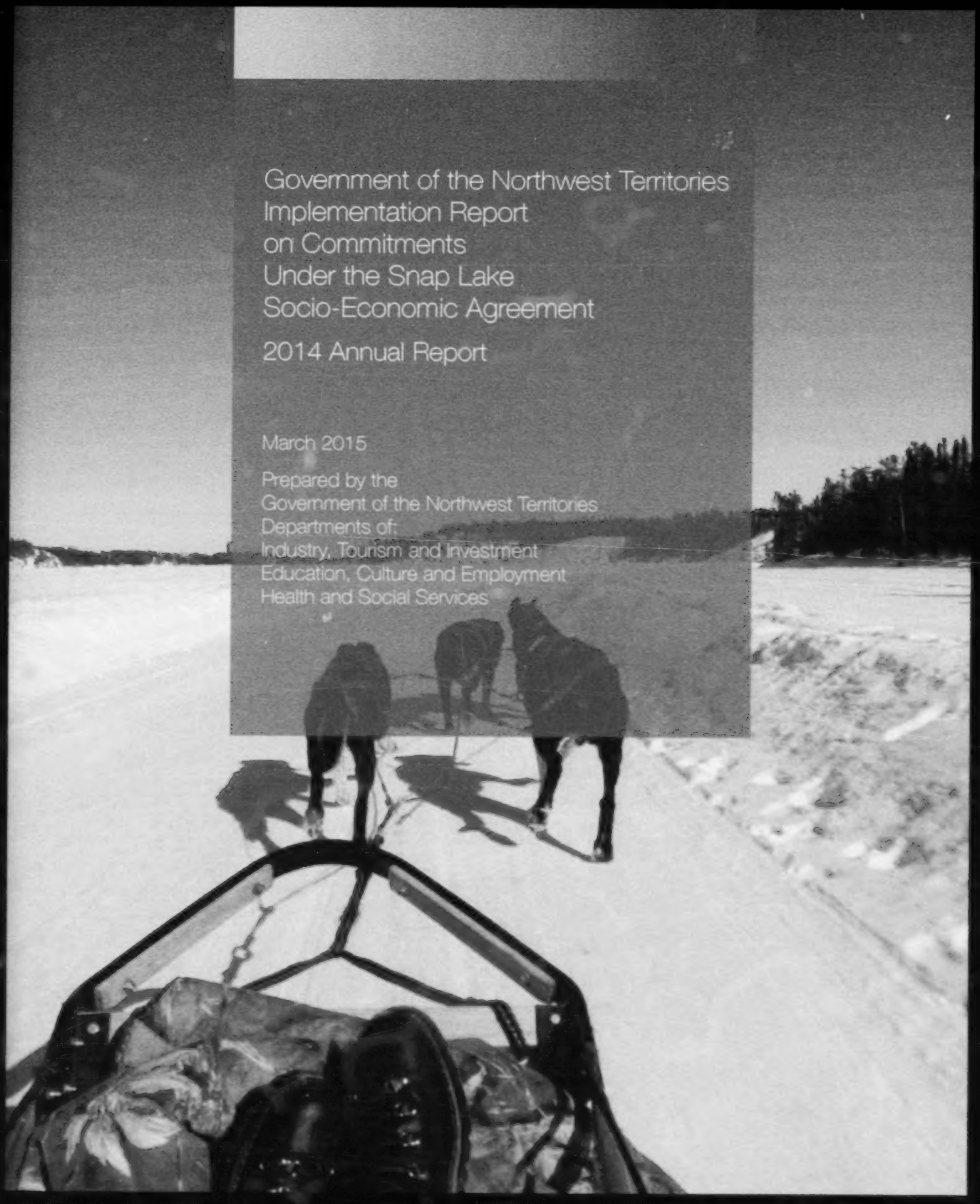
2014 Annual Report

Government of the Northwest Territories Implementation Report on Commitments Under the Snap Lake Socio-Economic Agreement

March 2015

Northwest Territories



Government of the Northwest Territories Implementation Report on Commitments Under the Snap Lake Socio-Economic Agreement

2014 Annual Report

March 2015

Prepared by the
Government of the Northwest Territories
Departments of:
Industry, Tourism and Investment
Education, Culture and Employment
Health and Social Services

TABLE OF CONTENTS

4 **EXECUTIVE SUMMARY**

5 **PREAMBLE**

6 **HUMAN RESOURCE DEVELOPMENT**

6 Training Efforts Relevant to the Project

13 Program Summary

14 Canada-Northwest Territories Job Fund Agreement

15 Career Development

18 Collaboration

20 Apprenticeships

21 **BUSINESS DEVELOPMENT**

28 **SOCIAL WELL-BEING**

Image credit: Gustavo Oliveira – ITI

EXECUTIVE SUMMARY

In 2004, the Government of the Northwest Territories (GNWT) signed a socio-economic agreement (SEA) with De Beers Canada Inc., related to the development of its Snap Lake Diamond Mine located in the Northwest Territories (NWT). The GNWT has to report on the status of the commitments made under the SEA to ensure that NWT businesses and residents benefit from the Snap Lake Mine. This report summarizes how the GNWT is implementing these SEA commitments.

Commitments fall broadly under Training and Career Development, and Business Development. Under training and career development commitments, the GNWT offered training programs and resources to over 1,900 individuals in Yellowknife, Detah and N'dilo, as well as to 219 individuals in the communities of Behchokǫ̀, Whatì, Gamètì, Wekweètì and Łutselk'e. Other programs such as NWT Job Futures, career counselling services and career fairs sought to highlight and encourage careers in technology, science, engineering and mining. In total, over 1,900 individuals participated in career counselling support events and activities, over 400 in skills-based conferences and career fairs. Over $3 Million is spent annually by Education, Culture and Employment (ECE) to support apprenticeships, and occupational training and certification.

In terms of business development, GNWT Industry, Tourism and Investment (ITI) provided over $3.8 million through Support for Entrepreneurs and Economic Development (SEED) programs in five categories for 457 NWT individuals, businesses and organizations over the reporting period: sector support, community economic development, micro business, business intelligence networking, and entrepreneur support. During the 2014 reporting period, the NWT Business Development and Investment Corporation (BDIC) approved over $3 million of credit, and provided over $250,000 in grants. The GNWT Business Incentive Policy (BIP) has over 1,500 northern businesses registered and these data are provided to the mine. Other business development is supported through programs such as Economic Development Officers (EDO) and EDO transfer agreements, Community Futures, as well as training through various Aurora College programs.

Social well-being commitments are upheld by partnerships between the Department of Health and Social Services (HSS) and De Beers, Aboriginal Authorities, Health and Social Services Authorities (HSSA), non-government organizations (NGOs), and leaders from the community. Programs such as the Community Counselling Program (CCP) provide mental health, addictions and family violence support and services through prevention, treatment and after-care programming options in the communities.

PREAMBLE

In 2004, the Government of the Northwest Territories (GNWT) signed a Socio-Economic Agreement (SEA) with De Beers Canada Inc. (De Beers) for the Snap Lake project[1]. A SEA is a follow-up program that monitors the impacts of mineral development based on predictions and commitments made during the environmental assessment stage.

Under the Snap Lake SEA, the GNWT is responsible for producing an annual status report on its commitments under the SEA. This report provides information on the status of those commitments. GNWT commitments are highlighted in blue boxes throughout the document as shown below

Maintain a registry of businesses eligible under the GNWT Business Incentive Policy, which is accessible to the Parties. (Section 5.6 g)

Summary of SEA commitment

SEA section where the commitment is located

[1] The Snap Lake SEA can be found on the Department of Industry, Tourism and Investment's website at http://www.iti.gov.nt.ca/programs-services/socio-economic-agreements.

Training Efforts Relevant to the Project

Listed below are programs through which the GNWT carries out its training and career choice commitments under the SEA.

For Tables 1 through 6, training programs are classified as follows [2]:

Job-Specific: This includes training, education, and support programs directed at a specialized field of study and on-the-job or off-the-job training for a specific occupation. Examples are Apprenticeship Training-on-the-Job (ATOJ) and the Youth Employment Program (YEP).

Pre-Employment: This includes training supports and programs designed to occur before a person's involvement in the workforce or in specialized training. Examples include Student Financial Assistance (SFA) or Small Community Employment Support.

Literacy: This includes programs aimed at improving youth and adult education levels and access to specific education and training programs. An example of this program is the Community Literacy Development Fund (CLDF).

Programs last different lengths of time. One person may benefit from more than one program within a reporting period. Therefore, numbers may not be directly comparable within a classified category.

GNWT programs and services in the tables are offered for all NWT communities. A description of the programs is provided after the next six data tables.

[2] Snap Lake SEA (Section 4.3)

Table 1: Yellowknife/ Detah/ N'dilo

PROGRAM	TRAINING BY TYPE AND ETHNICITY									TOTAL	PARTICIPATION RATE BY PRIORITY GROUP (%)		
	Job- Specific			Pre-Employment			Literacy						
	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported		Aboriginal	Non-Aboriginal	Not Reported
Development of pre-employment preparation, skill development training, on-the-job training, and re-training programs to better enable NWT Residents to take advantage of employment opportunities deriving from the Project (Section 4.3.1)													
Community Literacy Development Funds** (Detah/N'dilo)	-	-	-	-	-	-	6	7	0	13	31	69	0
Apprenticeship Training-on-the Job	11	58	2	-	-	-	-	-	-	71	15	82	3
Training on-the-Job/ Labour Market Agreement – Work Experience	3	3	0	-	-	-	-	-	-	6	50	50	0
Student Financial Assistance (2014)	-	-	-	381	1,366	0	-	-	-	1,747	22	78	0
Building Essential Skill/ Labour Market Agreement – Skills Development	16	39	0	-	-	-	-	-	-	55	29	71	0
Self-Employment Option	0	8	0	-	-	-	-	-	-	8	0	100	0
Small Community Employment Support (Detah)	1	0	0	-	-	-	-	-	-	1	100	0	0

Notes: "-" means data not applicable.
** program numbers represent the total number of contracts, not participants.

Table 2: Behchokǫ̀

PROGRAM	TRAINING BY TYPE AND ETHNICITY										PARTICIPATION RATE BY PRIORITY GROUP (%)		
	Job- Specific			Pre-Employment			Literacy						
	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	TOTAL	Aboriginal	Non-Aboriginal	Not Reported
Development of pre-employment preparation, skill development training, on-the-job training, and re-training programs to better enable NWT Residents to take advantage of employment opportunities deriving from the Project (Section 4.3.1)													
Community Literacy Development Funds** Includes Whatì, Gamètì, Tutselk'e and Wekweètì	-	-	-	-	-	-	2	0	0	2	100	0	0
Apprenticeship Training-on-the Job	0	0	0	-	-	-	-	-	-	0	0	0	0
Training on-the-Job/ Labour Market Agreement – Work Experience	1	0	0	-	-	-	-	-	-	1	100	0	0
Student Financial Assistance (2014)	-	-	-	87	4	0	-	-	-	91	96	4	0
Building Essential Skill/ Labour Market Agreement – Skills Development	0	0	0	-	-	-	-	-	-	0	0	0	0
Self-Employment Option	0	0	0	-	-	-	-	-	-	0	0	0	0
Targeted Initiative for Older Workers	20	0	0	-	-	-	-	-	-	20	100	0	0

Notes: "-" means data not applicable.
** program numbers represent the total number of contracts, not participants.

Table 3: Whatì

PROGRAM	TRAINING BY TYPE AND ETHNICITY									TOTAL	PARTICIPATION RATE BY PRIORITY GROUP (%)		
	Job- Specific			Pre-Employment			Literacy						
	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported		Aboriginal	Non-Aboriginal	Not Reported
Development of pre-employment preparation, skill development training, on-the-job training, and re-training programs to better enable NWT Residents to take advantage of employment opportunities deriving from the Project (Section 4.3.1)													
Community Literacy Development Funds** through Behchokǫ̀	-	-	-	-	-	-	0	0	0	0	0	0	0
Apprenticeship Training-on-the Job	0	0	0	-	-	-	-	-	-	0	0	0	0
Training on-the-Job/ Labour Market Agreement – Work Experience	1	0	0	-	-	-	-	-	-	1	100	0	0
Student Financial Assistance (2014)	-	-	-	24	0	0	-	-	-	24	100	0	0
Building Essential Skill/ Labour Market Agreement – Skills Development	0	0	0	-	-	-	-	-	-	0	100	0	0
Self-Employment Option	0	0	0	-	-	-	-	-	-	0	0	0	0
Small Community Employment Support	17	0	0	-	-	-	-	-	-	17	100	0	0

Notes: "-" means data not applicable.
** program numbers represent the total number of contracts, not participants.

Table 4: Gamètì

PROGRAM	TRAINING BY TYPE AND ETHNICITY										PARTICIPATION RATE BY PRIORITY GROUP (%)		
	Job- Specific			Pre-Employment			Literacy						
	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	TOTAL	Aboriginal	Non-Aboriginal	Not Reported
Development of pre-employment preparation, skill development training, on-the-job training, and re-training programs to better enable NWT Residents to take advantage of employment opportunities deriving from the Project (Section 4.3.1)													
Community Literacy Development Funds** Through Behchokǫ̀	-	-	-	-	-	-	0	0	0	0	0	0	0
Apprenticeship Training-on-the Job	0	0	0	-	-	-	-	-	-	0	0	0	0
Training on-the-Job/ Labour Market Agreement – Work Experience	2	0	0	-	-	-	-	-	-	2	100	0	0
Student Financial Assistance (2014)	-	-	-	27	0	0	-	-	-	27	100	0	0
Building Essential Skill/ Labour Market Agreement – Skills Development	0	0	0	-	-	-	-	-	-	0	0	0	0
Self-Employment Option	0	0	0	-	-	-	-	-	-	0	0	0	0
Small Community Employment Support	10	0	0	-	-	-	-	-	-	10	100	0	0

Notes: "-" means data not applicable.
** program numbers represent the total number of contracts, not participants.

Table 5: Wekweètì

PROGRAM	TRAINING BY TYPE AND ETHNICITY										PARTICIPATION RATE BY PRIORITY GROUP (%)		
	Job- Specific			Pre-Employment			Literacy						
	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	TOTAL	Aboriginal	Non-Aboriginal	Not Reported
Development of pre-employment preparation, skill development training, on-the-job training, and re-training programs to better enable NWT Residents to take advantage of employment opportunities deriving from the Project (Section 4.3.1)													
Community Literacy Development Funds** through Behchokǫ̀	-	-	-	-	-	-	0	0	0	0	0	0	0
Apprenticeship Training-on-the Job	0	0	0	-	-	-	-	-	-	0	0	0	0
Training on-the-Job/ Labour Market Agreement – Work Experience	0	0	0	-	-	-	-	-	-	0	0	0	0
Student Financial Assistance (2014)	-	-	-	3	0	0	-	-	-	3	100	0	0
Building Essential Skill/ Labour Market Agreement – Skills Development	1	0	0	-	-	-	-	-	-	1	100	0	0
Self-Employment Option	0	0	0	-	-	-	-	-	-	0	0	0	0
Small Community Employment Support	5	0	0	-	-	-	-	-	-	5	100	0	0

Notes: "-" means data not applicable.
** program numbers represent the total number of contracts, not participants.

Table 6: Łutselk'e

PROGRAM	TRAINING BY TYPE AND ETHNICITY										PARTICIPATION RATE BY PRIORITY GROUP (%)		
	Job- Specific			Pre-Employment			Literacy						
	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	TOTAL	Aboriginal	Non-Aboriginal	Not Reported
Development of pre-employment preparation, skill development training, on-the-job training, and re-training programs to better enable NWT Residents to take advantage of employment opportunities deriving from the Project (Section 4.3.1)													
Community Literacy Development Funds** Through Behchokǫ̀	-	-	-	-	-	-	0	0	0	0	0	0	0
Apprenticeship Training-on-the Job	0	0	0	-	-	-	-	-	-	0	0	0	0
Training on-the-Job/ Labour Market Agreement – Work Experience	0	0	0	-	-	-	-	-	-	0	0	0	0
Student Financial Assistance (2014)	-	-	-	5	0	0	-	-	-	5	100	0	0
Building Essential Skill/ Labour Market Agreement – Skills Development	0	0	0	-	-	-	-	-	-	0	0	0	0
Self-Employment Option	0	0	0	-	-	-	-	-	-	0	0	0	0
Small Community Employment Support	10	0	0	-	-	-	-	-	-	10	100	0	0

Notes: "-" means data not applicable.
** program numbers represent the total number of contracts, not participants.

Program Summary

APPRENTICESHIP TRAINING-ON-THE-JOB (ATOJ)

ATOJ is a wage subsidy program designed to offset employer costs incurred while training and employing apprentices and certified journeypersons in trades designated under the *NWT Apprenticeship, Trade and Occupation Certification Act*. The principal goal of the program is to increase the number of skilled NWT residents in designated trades in the NWT, through supported training.

BUILDING ESSENTIAL SKILLS

The Building Essential Skills program is a short-term support program that assists eligible people in getting the training or education needed to obtain employment. To be eligible for the Building Essential Skills program, applicants must either be currently receiving Employment Insurance (EI) benefits, or have an EI claim which ended within the past three to five years.

COMMUNITY LITERACY DEVELOPMENT FUND (CLDF)

CLDF provides financial assistance to community organizations to develop and deliver local programs that will increase literacy skills and raise awareness of the importance of literacy. The CLDF promotes literacy in classes, in the workplace, in the community, on the land and at home. Funding may be given to projects such as: tutoring, community learning groups, job search skills, public awareness, health, development of learning materials and basic technology literacy. Intergenerational family literacy programs, which include adult and community literacy awareness programs, will also be funded. The CLDF supports literacy development in all 11 NWT official languages, with an emphasis on Aboriginal languages as identified in the NWT Literacy Strategy.

SELF-EMPLOYMENT OPTION (SEO)

The SEO program helps people without jobs who choose to start their own business by assisting them in developing business and financial plans and providing support to clients in applying their business plans. To be eligible for the SEO program, applicants must either be currently receiving EI, or have an EI claim which ended within the past three to five years.

STUDENT FINANCIAL ASSISTANCE (SFA)

The SFA program provides assistance to eligible NWT residents to help them with their postsecondary education-related expenses. Full-time students can apply for a Basic Grant, Supplementary Grant, Remissible Loan, Repayable Loan and/or the Study Grant for Students with Permanent Disabilities. The types of assistance available are based on student categories. Students who are attending on a part-time basis can apply for course reimbursement.

TRAINING-ON-THE-JOB (TOJ)

The TOJ program aims to help NWT residents to gain work skills needed for meaningful and steady jobs. Wage supports are given to companies to lower the costs of training. To be eligible for the TOJ program, applicants must either be currently receiving EI benefits, or have an EI claim which ended within the past three to five years.

LABOUR MARKET DEVELOPMENT AGREEMENT (LMDA)

The Canada-NWT LMDA allows the NWT to deliver labour market programs that support unemployed residents who are in receipt of employment insurance benefits or have been in receipt of employment insurance benefits within the past three to five years.

Canada-Northwest Territories Job Fund Agreement
(replaced the Labour Market Agreement (LMA) in August 2014)

In August 2014, the Government of Canada and the GNWT formally signed the Canada-Northwest Territories Job Fund Agreement (the Job Fund). This new Job Fund replaced the previous Labour Market Agreement (LMA). On October 9, 2014 the Job Fund was launched and made available to NWT employers and employees. The Job Fund continues to support important initiatives that were developed under the previous LMA which provide support to groups who are underrepresented in the labour force.

CANADA-NWT JOB GRANT
The Job Grant provides employers with the opportunity to decide which employees receive training, what training is required and who delivers the training. The employer, GNWT and federal government each contribute one third of the training costs.

EMPLOYER SPONSORED TRAINING
Employer Sponsored Training provides employers with the opportunity to decide which employees receive training and what training is required and provides flexibility for the employer in its contribution to training (financial or in-kind).

EMPLOYMENT SERVICES AND SUPPORTS
Employment Services and Supports are client driven and designed to enhance labour market participation of all Canadians, including under-represented groups. Programming is the same as that provided through the previous Canada-Northwest Territories Labour Market Agreement.

SKILLS DEVELOPMENT
Training prepares individuals for entry into or return to the labour market.

WORK EXPERIENCE
Provides a wage subsidy for skills development opportunities with an employer.

SELF-EMPLOYMENT
Provides the opportunity and business expertise support for individuals to create jobs for themselves.

COMMUNITY INITIATIVES
Provides support for organizations to deliver community and regional activities aimed at engaging under-represented groups in the labour market. Activities may include training programs, workplace education programs, community projects such as Construction Boot Camp and Trades Awareness programs, and labour market partnerships. Initiatives also include employment assistance services such as job coaching, counseling, and labour market information."

SMALL COMMUNITY EMPLOYMENT SUPPORT
The Small Community Employment Support program provides employers with a wage subsidy for individuals, 15 years of age and older, living in small and remote communities. The program is job or project based and enables participants to gain work experience and acquire essential skills needed to become employed, while also promoting self-confidence and self-reliance. The program also provides support for third party agencies and partnerships to deliver project-based training and work experience that may lead to longer term employment by helping to develop workplace essential skills.

Career Development

Develop and distribute information on careers in the mining industry to GNWT Career Centres and high school counsellors. (Section 4.8 f)

Offer, through its school system, opportunities for students to take courses and participate in work experiences that prepare them for potential future employment in the mining industry. (Section 4.8 h)

The GNWT is committed to collaborating with industry to encourage careers in a broad range of occupations, including technology, science and engineering. In addition to programs described earlier in this report, collaborative efforts made by the GNWT to get more NWT residents working and/or increasing job-ready skills are highlighted below.

NWT JOB FUTURES

This online tool provides labour market information, career, employment and education requirements for 140 occupations. Information includes what people do, how much they earn, educational background and future prospects. NWT Job Futures can be found online at http://jobfutures.statsnwt.ca

CAREER COUNSELLING RESOURCES

During the reporting period, the GNWT provided career counselling services and support to career fairs that included mining jobs and information, under the following program areas:

ECE SERVICE CENTRES

ECE Service Centres offer career counselling, career workshops, career resource libraries, and the organization of career fairs and conferences. This is in addition to the delivery of regular ECE programs. Support is also given to NWT schools to increase student and staff understanding of programs and services, while Career Development Officers give ongoing support to NWT community residents. Tables 7, 8 and 10 provide examples of career development work done through the ECE Service Centres.

EMPLOYMENT ASSISTANCE SERVICES (EAS)

EAS allows community groups to provide career and employment assistance for direct local needs. Needs may be due to sudden shifts in the labour market or groups requiring additional support that is not usually available. EAS activities help people make informed career choices to prepare, find and keep work.

CAREER RESOURCES AND SUPPORT

Career information related to the mining industry are accessible in ECE Service Centres, schools, libraries, Aurora College campuses, Community Learning Centres (CLCs), or through online research. Table 7 outlines examples of career counselling supports, events and activities offered in NWT communities.

Table 7: Career Counselling Support, Events and Activities

CAREER COUNSELLING SUPPORT

EVENT	DESCRIPTION	COMMUNITY	PARTICIPATION
Second Career Assistance Network (SCAN) Seminar, Interview skills, resume writing, budgeting, job search, and Apprenticeship	16 workshops held for the general public. One interview skills workshop at Mezi Community School	Yellowknife, N'Dilo, Lutselk'e, Gamèti, Whati, Behchokǫ̀, Wekweètì	174
ECE Programs and Services	Programs and services information sessions provided.to Second Career Assitance Network (Department of National Defence).	Yellowknife	70
Budgeting on low income	Fourteen workshops.	Yellowknife Lutselk'e	80 5
Career Development/ Apprenticeship and Career Fair	Attended the Career Fair.	Whati	125+
Apprenticeship Presentation	Provided to Gamèti school students	Gamèti	30
Personality Dimensions/True Colors Workshops	Personalities Dimensions Workshops are planned to help people find their own characters, likes, dislikes, skills, strengths and weak points. Provided to Aurora College Students, Yellowknife Health and Social Services.	Yellowknife, Whatì, Gamèti	88
Community Visits	Visits made by the North Slave ECE Service Centre to provide community groups, schools, community governments, and companies with information on programs and services.	Behchokǫ̀ Detah, Whatì, N'dilo, Lutselk'e, Gamèti	500+
Career Development/ Apprenticeship and Career Fair	Attended the Career Fair.	Behchokǫ̀ Detah, Gamèti	470+
Skills, Trades and Technologies week/Apprenticeship and Occupational Certification (AOC) Awards, Akaitcho Business Development Corporation (ABDC) Annual General Meeting (AGM)	Skilled Trades and Technologies Week activities in the North Slave Region AOC Awards of excellence and ABDC AGM	Yellowknife	377

Notes: Information reported here is only for the communities noted under the SEA. There are other events in the NWT that are not listed.

Table 8: Career Event

CAREER FAIRS & CONFERENCES

EVENT	DESCRIPTION	COMMUNITY	PARTICIPATION
NWT-South Regional Skills Competition & Career Fair (Feb. 2014)	This Olympic-style competition has youth competing against each other in their chosen trade and technology areas. There are about 8 contest areas available and competitors are students from the South Slave, Deh Cho, and Tlicho; career fair was organized by South Slave Divisional Education Council in partnership with Skills Canada NWT.	Hosted in Hay River, open to all South Slave, DehCho and Tlicho communities	25 competitors, 40 exhibitors; student visitors not tracked by SC-NWT
Presentations to Schools/Youth	Presentations include information about careers in trades, and hands-on activities where practical.	NWT Communities	Varies (usually 6-20 youth per presentation)
Territorial Skills Competition & Career Expo (May 2014)	This Olympic-style competition has youth competing against each other in their chosen trade and technology areas. There are about 15 contest areas available and competitors include both secondary and post-secondary students/ apprentices. The Career Expo is sponsored by GNWT - ECE.	Hosted in Yellowknife, open to all NWT communities	68 competitors
Skills Canada National Competition (June 2014)	This national competition involves the best youth from each province and territory competing in 40 contest areas. Competitors generally qualify through provincial & territorial competitions. Competitors are both secondary and post-secondary students/apprentices.	Hosted in Toronto	17 competitors from NWT
Skills Clubs (Ongoing)	Volunteer mentors coach high school youth in various trades and technology related skills, such as cooking, carpentry, welding, and more.	NWT Communities incl. Fort Resolution, Fort Smith, Hay River, Whati, Yellowknife	Varies (usually 4-12 per club)
Skills Canada NWT - Power Up Youth Conferences (Nov. 2014)	The Power Up Youth conferences have about 25 expert mentors in skilled trades, technology and non-traditional jobs hosting workshops for students.	Hosted in Yellowknife, open to grade 8 students from all NWT communities	110 Girls 100 Boys

Notes: Information reported here is only for the communities noted under the SEA. There are other events in the NWT that are not listed.

Collaboration

Meet with De Beers, at least annually, to review GNWT program and service delivery plans to identify areas for collaboration. (Section 4.8 a)

During the reporting period, the GNWT worked with organizations including De Beers, Aurora College and the NWT Mine Training Society to co-ordinate the delivery of training programs listed below:

AURORA COLLEGE

Aurora College delivers post-secondary schooling in trades, professional, certificate, diploma, and degree programs. Aurora College also works with businesses and Aboriginal groups to meet sector, regional and community training and education needs.

In addition to education and training programs, Aurora College provides support services to improve each student's chances for success. These services include counselling, housing, libraries, sports, student success centres and other services. Other career support is provided through adult educators in Detah/ N'dilo, Łutselk'e, and each of the four Tłı̨chǫ communities. Adult educators provide adult literacy and basic education, as well as other training programs on an as-needed basis.

MINE TRAINING SOCIETY (MTS)

The MTS is a group focused on developing a strong labour supply for the mining industry. The society includes members from mining companies, Aboriginal authorities and government. Specific job openings are identified before setting up training programs, which provides successful participants with a greater chance of gaining employment. Members of the society develop learning materials and support systems for course participants. The GNWT provides annual funding and in-kind support.

Through Aurora College, the GNWT contributed to the following programs/projects [3] offered by the MTS:

Table 9: Mine Training Society

PROGRAM/PROJECT NAME	ORGANIZATION/ COMMUNITY	PARTICIPANTS
Underground Traineeship	De Beers	2

Notes: Information reported here is only for the communities noted under the SEA. There are other events in the NWT that are not listed.

[3] Numbers are for participants in each program January to December 2014. Source: Mine Training Society.

UNDERGROUND MINE TRAINING SIMULATORS

Aurora College, the GNWT, Aboriginal Affairs and Northern Development Canada, Dominion Diamond Ekati Corporation, Diavik Diamond Mines (2012) Inc., and De Beers Canada Inc. partnered to purchase four underground mine training simulators in 2008. There is one stationary simulator located in Yellowknife and three portable models that can be brought into communities and can also be used for career fairs and other events to create exposure, awareness and stimulate interest in underground mining jobs.

Computerized programs provide a realistic hands-on learning experience and lead the participant through a series of job-related maneuvers, using modern tools and equipment, similar to those that the operator would perform on the job in a safe and controlled environment.

SKILLS CANADA NWT

Skills Canada NWT is a group that works with youth, employers, teachers, labour groups and government to promote careers in skilled trades and technology for Northern youth. Funding support is provided by companies and the federal and territorial governments. Through skills clubs, students get lessons from trades and technology experts who donate their time to share their skills with youth. Programs and events promote trades and technologies. Skills clubs include weekly two-hour lessons during an eight to 24 week period.

READY TO WORK NORTH (R2WN)

R2WN is a job-readiness program created to prepare entry-level NWT workers for jobs. Lessons were developed using transferable skill standards that were adapted for use in the NWT. Lessons include activities that are related to trades industries, government and the service sector in the NWT.

INTRODUCTION TO MINING

The community-based Introduction to Mining course is six weeks long, including two weeks of R2WN.

UNDERGROUND MINER TRAINING PROGRAM

The MTS sponsors and Aurora College delivers the Underground Miner Training Program, which is 12 weeks long and includes an introduction to geology and basic mining principles, as well as a site visit to expose students to the physical realities of underground mining. Students receive an Aurora College record of achievement upon completion.

Apprenticeships

APPRENTICESHIP AND OCCUPATIONAL CERTIFICATION (AOC)

ECE invests over $3 million annually to support apprenticeships, occupational training and certification. This supports the Apprenticeship, Trade and Occupations Certification Board (ATOCB) and trade advisory boards; program development; shop accreditation; technical training programs; examinations and certifications; and wage subsidies to eligible employers to hire and train apprentices.

ECE funds Aurora College to deliver apprenticeship technical training at Thebacha Campus in Fort Smith in trades that that have the highest number of registered apprentices. This currently includes: carpenter, plumber, heavy duty equipment technician, electrician and housing maintainer. Aurora College also delivers a number of pre-trades and other industrial training programs such as mineral processing, camp cook, heavy equipment operator and underground mining.

Table 10: Mining Student Supports

EVENT	DESCRIPTION	COMMUNITY	PARTICIPATION
Trades Awareness Program	The South Slave Communities Learning Network developed a Youth Trades Awareness Program in communities with limited shops or other training areas. A two part Introductory/Intensive program is carried out for selected students.	Fort Smith	Introductory - 47 Intensive - 35
Trade Entrance Examinations	Conducted twice per month at North Slave ECE Service Centre.	Yellowknife, North Slave Region and other NWT communities	54
Apprenticeship Training Officer Support	Apprenticeship training officers meet with employers and apprentices and conduct site visits, trade entrance exams, and training evaluations.	North Slave Region and other NWT communities	122

Notes: Information reported here is only for the communities noted under the SEA. There are other events in the NWT that are not listed.

SCHOOLS NORTH APPRENTICESHIP PROGRAM (SNAP)

SNAP is a program that allows students to register as apprentices and stay in school while gaining trades experiences and earning school credits. This program is based on a partnership between industry, ECE, and high schools.

BUSINESS DEVELOPMENT

ITI Regional Offices are also responsible for facilitating other services and programs to maximize and promote NWT business development and strengthen entrepreneurial skills in the NWT. These areas of focus are the subject of the following sections.

AURORA COLLEGE

Aurora College offers certificates, diplomas, degrees and trades training with strong cultural content and hands-on experience to ensure programs meet the needs of NWT residents and the labour market. The college upgrades the business and economic skills of NWT residents through the programs described below.

CONTINUING EDUCATION – BUSINESS DEVELOPMENT

Aurora College's three Continuing Education Departments offer employment-related skill development training courses. For business development, Aurora College offers the following courses:

- Business Basics
- Proposal Writing
- Bookkeeping
- Financial Planning
- Accounting and Finance
- Project Management
- Simply Accounting
- Office Procedures
- QuickBooks
- Small Business Development

SMALL BUSINESS DEVELOPMENT

The Small Business Development Program (SBDP) is a 16-week program intended for individuals who want to start a small business in the NWT. SBDP focuses on areas important for the successful start-up and operation of a small business. Focus is placed on gaining familiarity with the structure of small businesses, learning how to develop a business plan, knowledge of sales and marketing, financial management, human resource management, strategic planning, business management and leadership. SBDP is oriented to the practical development of a small business and includes a special project to give students the opportunity for hands-on experience in starting and running a small business. Individuals taking the course also have the chance to work on their own business idea in SBDP.

BUSINESS ADMINISTRATION

The Business Administration Program provides students with the knowledge and skills necessary to start in entry level careers in business, government and non-profit organizations. Business courses stress applicability to small businesses in the NWT. The Business Administration Program provides students with an opportunity to acquire either a certificate (a one-year program) or a diploma (a two-year program).

The two-year diploma has three directions of study: general, Co-op, and CED. The Co-op direction has two work placement opportunities. The CED stream includes special courses that are useful for individuals who are planning to start a business at the community level, or looking for economic development positions with municipalities or Aboriginal organizations.

To prepare for entering the Business Administration Program, a special Business Administration Access Program has been designed. The Program is made up of five courses from different disciplines. The objective of the Program is to provide students with required knowledge and skills and advanced education in communication, math, computer applications and bookkeeping.

The Community Transfer Initiative provides NWT communities with salary and operations funding so that they can obtain the services of an Economic Development Officer (EDO) who will be responsible for that community. EDOs are responsible for facilitating, promoting and ensuring community economic development in order to secure opportunities for economic and business development and increase local employment.

Support Project-related community economic and business opportunities. (Section 5.6 b)

EDOS

EDOs help people and companies through business counselling and program delivery. They are networked to business development contacts, financial institutions, and government departments and agencies. This enables them to develop ongoing contacts within the mining industry and in industries that seek to do business with the mining industry. Through this guidance, locals are informed about potential opportunities in the mining industry.

During the reporting period, EDOs provided business counselling to enable clients to pursue or maintain business with De Beers in particular, or with the mining industry in general. The kinds of businesses that benefit from these services are those that could provide contract services to De Beers, such as those involved in construction and transport services.

The type of advice or counselling given can range from reviewing and providing advice on business practices, to providing suggestions and strategies on how to approach the mines to gain contracts. EDOs are an information source on market data and on the development of opportunities in a wide range of economic sectors. This assistance helps small businesses build capacity.

CFDCs are mandated to support community and business development through the creation and expansion of small and medium sized enterprises and the creation and maintenance of employment opportunities in NWT communities. CFDCs provide business information and skills development, as well as delivery of financial programs.

Collaborate with the parties or governing authorities in the primary and catchment communities to facilitate coordinated business development planning and delivery of business development programs. (Section 5.6 c)

COMMUNITY FUTURES PROGRAM (CFP)

CFP is a community-based regional approach to employment creation and economic development. The CFP is delivered through seven Community Futures Development Corporations (CFDCs) operating in all 33 communities of the NWT. Of the seven CFDCs, ITI currently funds six.

Each CFDC is an incorporated, non-profit body that supports small business development. CFDCs are run by independent boards of directors, which are composed of representatives from the regions they serve. Since their creation, CFDCs have been provided $6.23 million in non-repayable capital funding - the GNWT contributed $3.73 million of that total.[4] Specifically in the 2012/2013 fiscal year, over $986,000 in funding was given out under the CFP to the CFDCs.[5]

CFDCs offer help to companies through programs that may include loans, business planning, lines and letters of credit, information and training.

The CFDCs in the main communities that service the Snap Lake mine are the Thebacha Business Development Centre, the Akaitcho Business Development Corporation, and the Dogrib Area Community Futures. These corporations provide services to Fort Smith, Łutselk'e, Fort Resolution, Yellowknife, N'dilo, Detah, Behchokǫ̀, Whatì, Gamètì and Wekweètì.

[4] ITI, "Communities Futures Program 2012/13 Annual Report" (November 4, 2013) p.10.
[5] GNWT, "2013/2014 Grants and Contributions Results Report" (November 42014) p.8.

While each CFDC has some flexibility to set its own priorities for economic development in its respective region, they offer core services that include some or all of the following:

- Business loans and loan guarantees including term loans up to $200,000;
- Counselling and assistance for entrepreneurs beginning or expanding a business;
- Wage subsidies for those who are unemployed and want to start a new business; and
- Access to Canada Business Northwest Territories Internet sites and business information.

EDO TRANSFER AGREEMENTS

EDO Transfer Agreements are made with NWT communities to allow them to hire community economic development staff. The goal is to create a network of community EDOs working toward promoting business development in the NWT. These regional EDOs assist in new business development and expansion, while also providing counselling in business network development and funding. EDOs have access to market data. Transfer agreements are in place in Gamètì, Wekweètì, and Whatì. Currently, one full-time position is based in each of Whatì and Gamètì and one part-time position is based in Wekweètì. ITI's North Slave Regional Office also has an arrangement with Denesoline Corporation to provide staff in the community of Łutselk'e for business development.

CANADA BUSINESS NORTHWEST TERRITORIES (CBNWT)

CBNWT gives information on government services, programs and rules. Clients can have questions answered about starting a new company or how to improve a current business. In addition, online publications are provided on business services in the North, and how to start a business in the NWT. The website is located with BDIC and co-funded by the Canadian Northern Economic Development Agency. It acts as a central resource for Canadian and territorial business information. The goal is to give small companies and new business people access to accurate, timely and relevant information and referrals.

The main CBNWT service centre is in Yellowknife, and each of the seven CFDCs is a CBNWT Service Centre access point. The CFDCs work to coordinate CFD service delivery with public and private agencies responsible for furthering economic development in the community and the region. This coordination reduces unnecessary duplication and uses resources more efficiently.

Collaborate with the Parties at least annually to review GNWT program and service delivery plans to identify areas for collaboration. (Section 5.6 d)

BIZPAL

BizPal provides entrepreneurs and prospective business owners in the NWT an easy and convenient way to access critical information needed to establish and run a business. It is an online service that streamlines the processes of business permitting and licensing.

The service provides prospective business owners and entrepreneurs with access to permit and licence information across Canada. Information seekers answer a short series of questions about their current or proposed business and a customized list is created of the permits and licences needed from all levels of government, such as a development permit, or a development demolition permit, a business licence, lease or a purchase of crown land, an outfitters licence or a sign permit.

The service is the result of collaboration between federal, provincial/territorial, regional and local participating governments. The GNWT through ITI works with Industry Canada, municipal and Aboriginal governments, as well as territorial and regional business organizations, to maintain the BizPal network in the NWT. BizPal can be found online at http://www.iti.gov.nt.ca/programs-services/bizpal

To maximize opportunities for NWT residents in relation to the project, the GNWT, through ITI, meets regularly with De Beers to discuss opportunities for collaboration. Participating together on regional committees and other organizations, De Beers and ITI often have the opportunity to work together. These endeavours include collaboration with communities and representatives of Aboriginal, federal, and municipal governance for development of strategies and discussion of solutions related to service delivery.

Provide the Parties information on Business Development Programs delivered by the GNWT. (Section 5.6 e)

Provide the Parties with information available to the GNWT on Business Development Programs offered by the Federal Government. (Section 5.6 f)

During the reporting period, the following GNWT communication materials relating to business opportunities were available:

- The Business and Economic Development section of the ITI website. The website provides links to information on the BDIC, Business Incentive Policy, CFP, EDOs, SEED and more. http://www.iti.gov.nt.ca/sectors/business-and-economic-development
- The publications section of the ITI website. This section has information on business and economic development resources. There are also a number of reports that may help identify business development opportunities. Copies of some of these publications have also been made available in print. http://www.iti.gov.nt.ca/publications-main

ITI also provides information on its business development programs through its five Regional Offices. Some examples of the kinds of information the Regional Offices provide include:

- Helping to promote and raise awareness about business opportunities in the NWT at territorial, regional and community conferences.
- Providing information on business participation in the mining industry and on the future of business plans related to mining activity in the regions.
- Providing information on mining activity to the public at community meetings.

Regional EDOs often work to facilitate economic development in the regions by participating in business community meetings, such as Chamber of Commerce meetings and conferences. At these meetings, they promote and raise awareness about business opportunities relating to the mining industry.

Maintain a registry of businesses eligible under the GNWT BIP, which is accessible to the Parties. (Section 5.6 g)

GNWT BUSINESS INCENTIVE POLICY (BIP)

To support the GNWT commitment to advance a vibrant private sector and support sustainable economic development in the NWT, the GNWT has had a preferential procurement policy since 1976. The BIP is an economic policy that gives preference to registered NWT businesses for GNWT purchases of all products and services.

The GNWT's official registry of approved businesses under the BIP can be found at: http://www.iti.gov.nt.ca/programs-services/business-incentive-policy

The Northwest Territories Manufactured Products Policy (NWTMPP) requires GNWT contract authorities to purchase approved NWT manufactured products as designated under the NWTMPP. The NWTMPP strives to encourage local production as a means to diversify the NWT economy, and to foster and maintain the investment, jobs and income produced by local manufacturing.

Below is a breakdown of the BIP-registered businesses by community grouping, as of January 16, 2015:

Table 11: Northern Businesses Registered Under BIP

BEHCHOKǪ̀	GAMÈTÌ	ŁUTSELK'E	WEKWEÈTÌ	WHATÌ	YELLOWKNIFE/ DETAH/N'DILO	OTHER NWT COMMUNITIES	NWT TOTAL
22	0	3	0	1	734	741	**1,501**

GNWT CONTRACT REGISTRY REPORTING SYSTEM

In order to ensure that any interested businesses are given a fair opportunity to compete on government contracts, the GNWT provides information on government contract opportunities.

The GNWT Contract Registry and Reporting System provides a central list of all tenders and proposals. It is open to the public and supports the BIP by enhancing transparency in government contracting.

Collaborate with the Parties or governing authorities in the communities to facilitate the planning and delivery of community-based mental health and addictions programs and wellness programs. (Section 6.2 a)

The Department of Health and Social Services (HSS) partners with Health and Social Services Authorities (HSSAs), Non-Government Organizations (NGOs) and leaders from the community to develop, carry out and continuously improve programs and services at the community level. The primary focus of community-based programming is on wellness promotion, illness prevention, addictions services and the management of chronic disease. HSS actively seeks the participation of communities in defining their unique path to achieve both personal and community wellness. Services are provided by both professional and non-professional staff based in the communities, as well as regional specialty teams and territorial providers.

The Community Counselling Program (CCP) provides mental health, addictions and family violence support and services through prevention, treatment and after care programming options. The CCP program is delivered the regional HSSAs as well as the Tłı̨chǫ Community Services Agency. CCP is staffed by a combination of Clinical Supervisors, Mental Health and Addictions Counsellors and Community Wellness Workers (CWW). Clinical Supervisors and Mental health and Addiction Counsellors are responsible for therapeutic counselling, while CWWs focus on prevention and promotion activities in the communities.

Collaborate with De Beers, Aboriginal Authorities or other organizations in the design of community mental health and addictions programs and wellness programs. (Section 6.2 b)

Based on feedback from residents of the NWT, the 2014-15 budget provides new funding towards mental health initiatives in the territory. The budget commitments for 2014-15 reflect recommendations made in *Healing Voices*, the final report of the Ministers Forum on Addictions and Wellness (tabled June 2013). Program areas include on-the-land healing, a wellness court and child and youth resiliency programming and education.

Continuing to build on the updated Mental Health and Addictions Action Plan, HSS has taken steps to fulfil key objectives to improve the availability and effectiveness of mental health and addictions treatment for NWT residents, including continued support of the CCP and unique programs addressing suicide and mental health at the community level.

To better target and customize services and programming options, HSS established the Aboriginal Health and Community Wellness division to ensure wellness is addressed at the community level and programs are delivered in a culturally appropriate manner. Through this division, Community Wellness Plans were established with each community, giving communities the opportunity to decide where wellness funding should be directed. Additionally, communities are able to submit individual applications for funding with HSS to access various federal sources for wellness programming. The division also provides communities with prevention and promotion expertise and looks for ways to integrate traditional healing into primary care, relying on extensive feedback and collaboration from community members to ensure unique, relevant programming.

Provide funding for mental health and addictions programs and wellness programs for approved activities. (Section 6.2 c)

The GNWT provides funding to HSSAs to implement a range of mental health, addictions and wellness programs, delivered at the community level.

Give De Beers information on mental health, addictions and wellness programs for sharing with their employees. (Section 6.2 d)

Mental health, addictions and wellness programs are provided to the communities by HSSAs through CWWs and/or Community Health Representatives (CHR). In response to community feedback, services include culturally relevant on-the-land drug and alcohol programs.

Northwest
Territories